



Fleet-RIDE Pilot: Supporting Conversion Processes with Classification Technologies

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Fleet RIDE Overview



- Accession RIDE is in production for use by MEPS and PSD-RTC classifiers for initial classification
 - **Provides best match for the recruits based on their qualifications and stated interest to Navy requirements reflected in critical list and other available training seats**
- Fleet RIDE transforms the proven and accepted RIDE processes and technologies for Fleet use in support of Perform to Serve (PTS)
 - **Developed at NPRST with operational deployment scheduled OCT04**
 - **For use by Fleet Career Counselors, ECMs, Detailers and individual Sailors for reclassification and career guidance**
 - **Provides best match of Fleet Sailor's qualifications and interests to meet Navy requirements for rating assignment/conversions**
- Fleet RIDE in the conversion process (e.g., PTS) will contribute to the balance of Navy Rating skill mix and help to improve:
 - **Community Management**
 - **Career opportunities for Sailors**
 - **Fleet readiness**
 - **Conversion process (reduces time and cost)**
 - **Command CDB/PDBs process**
 - **Sailor-NC career counseling**

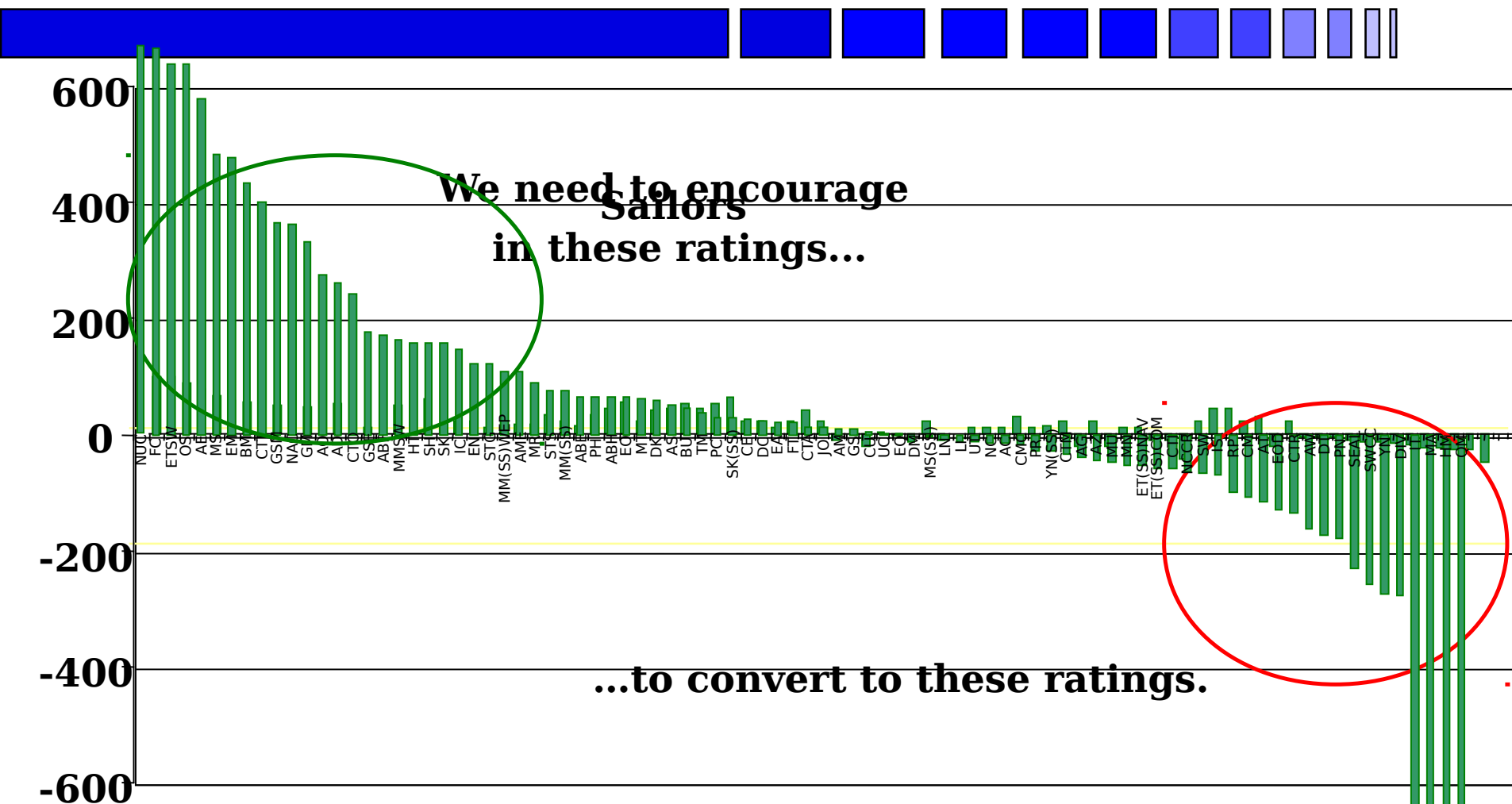
Perform To Serve: Force Shaping Initiative



GOAL: Maximize combat and personnel readiness through force aligning of Navy requirements and manpower, by providing opportunity for growth and development, while retaining the best.

- **Act as a force shaping tool by leveling rating manning from overmanned to undermanned, and acts as a quality screening by controlling reenlistments**
 - Initially First Term
 - Ultimately applied to 2nd term
 - Applied to all ratings
- **Nature of program**
 - Centralized system with OPNAV-controlled quotas
 - Requires BUPERS authority to reenlist
 - Sailors may convert to undermanned rating
- **Long Term Force Shaping Tool**
 - Valuable for improving manning levels by rating
 - Gives Sailors a choice to move and increase advancement and professional opportunities.

Adjusting the Skill Mix (Data as of 10 FEB 04)



Enlisted Inventory vs Enlisted Program Authorization (EPA)

Perform To Serve : Force Shaping Initiative



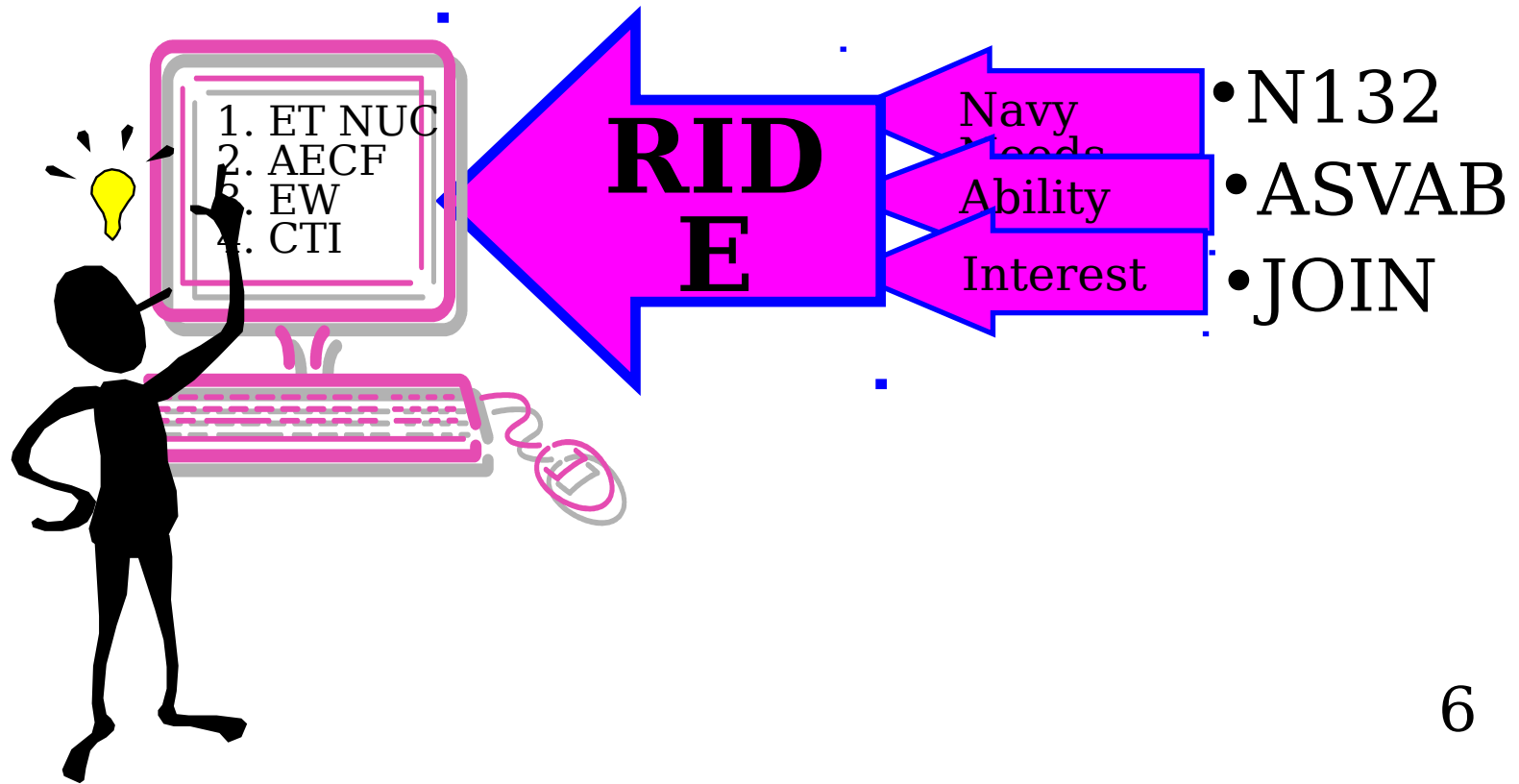
■ Career Reenlistment Objectives

- CREO 1 = undermanned (<90%)
- CREO 2 = manned at desired levels (90-100%)
- CREO 3 = overmanned (>/= 101%)

■ Sailors in CREO group 3 should provide 3 rating conversion choices

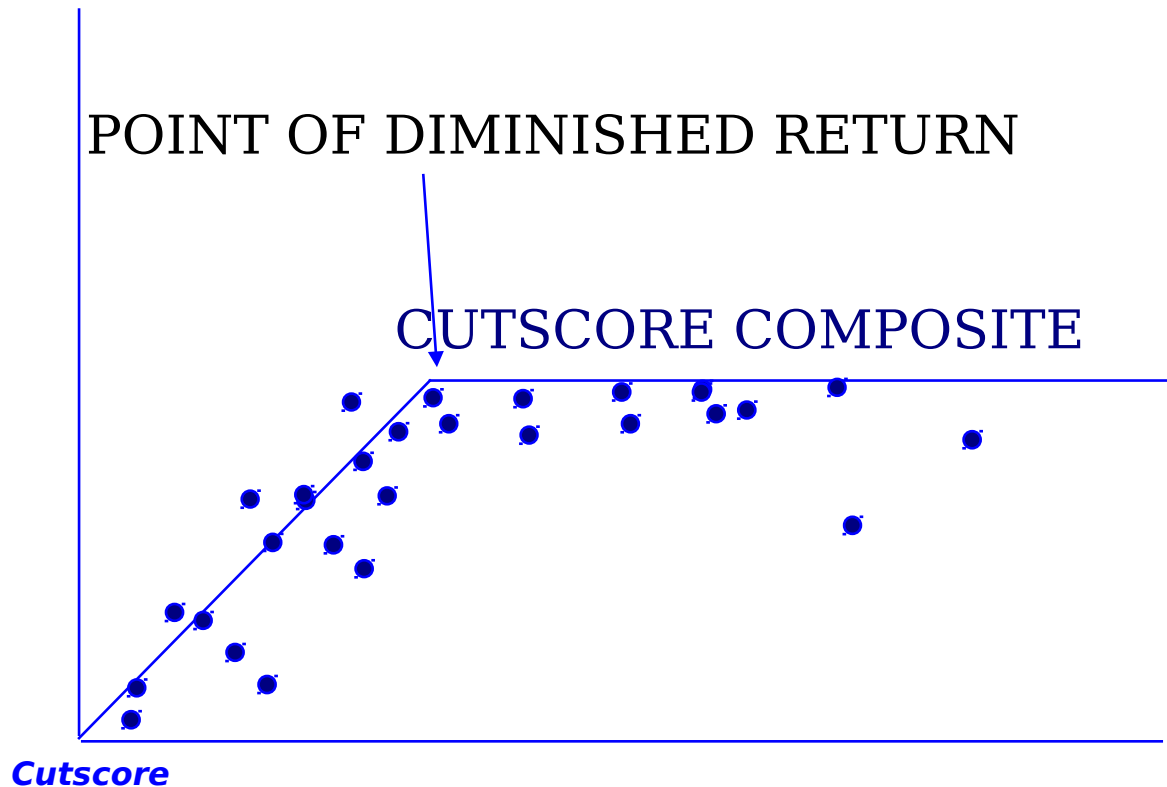
- Rating request must be in CREO 1 or 2
- Member must be fully qualified for the ratings they are selecting
- Retesting of ASVAB test may be required prior to submission of PTS

CLASSIFICATION TECHNOLOGY: RIDE/JOIN



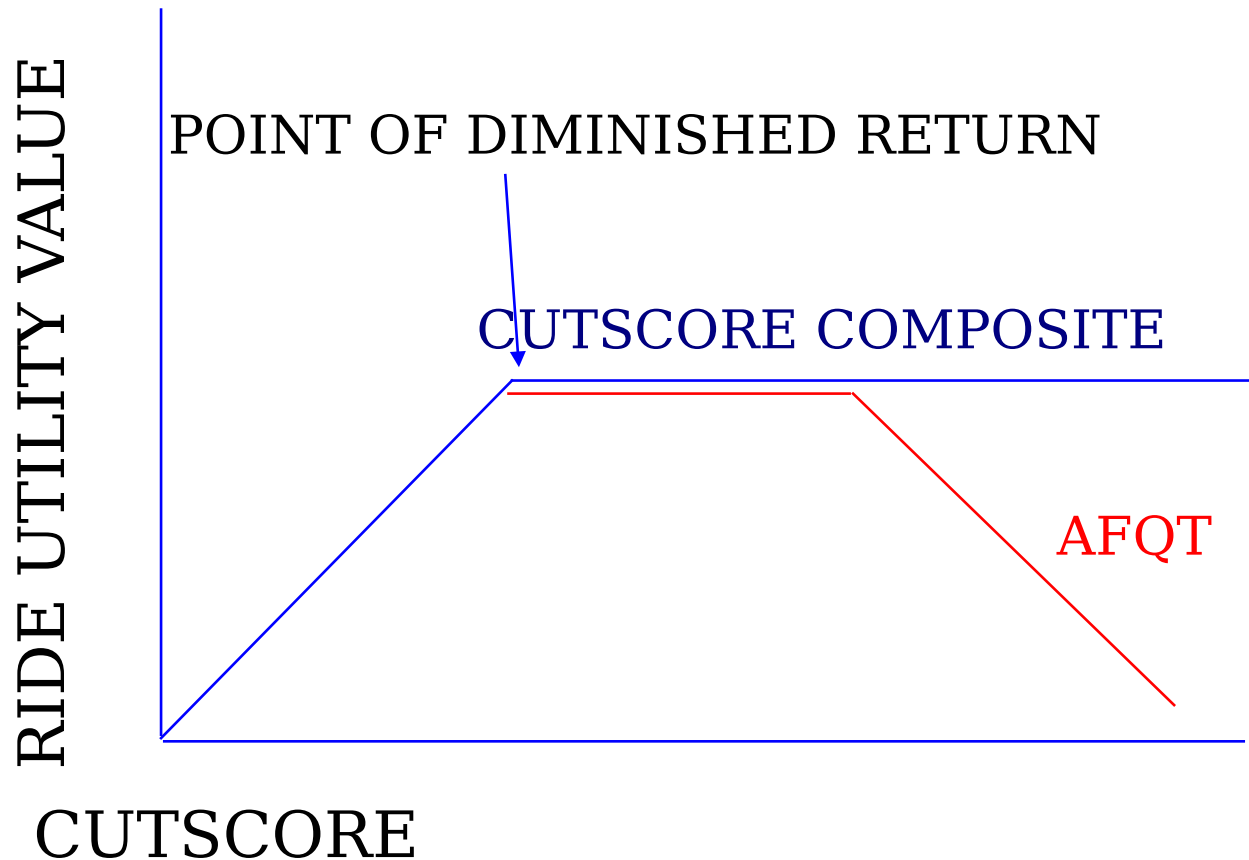
Notional School Performance Distribution

FIRST PASS PIPELINE SUCCESS



Selection Composite

RIDE Algorithm Function



RIDE Model Studies



■ Original Study (1999)

- 1996-1998 Data had 18% FPPFs (First Pass Pipeline Failures)
- RIDE red flagged 40% of FY96-98 FPPFs as mis-classifications, identified better job match
- Potential cost avoidance through RIDE: $40\% * 2390 \text{ Man Years} = 956 \text{ Person Years}$

■ Most Recent Study (2001):

- RIDE performance surpassed competing assignment algorithms (Shadow Pricing, Efficient Frontier, CLASP and Actual Navy) using FY99-2000 data
- Most dramatic difference:

	FPPS	Unassigned	
» RIDE (no interest component yet)		86.4%	0
» CLASP (existing NAVY algorithm)	79.1%	6073	

RIDE Model Studies

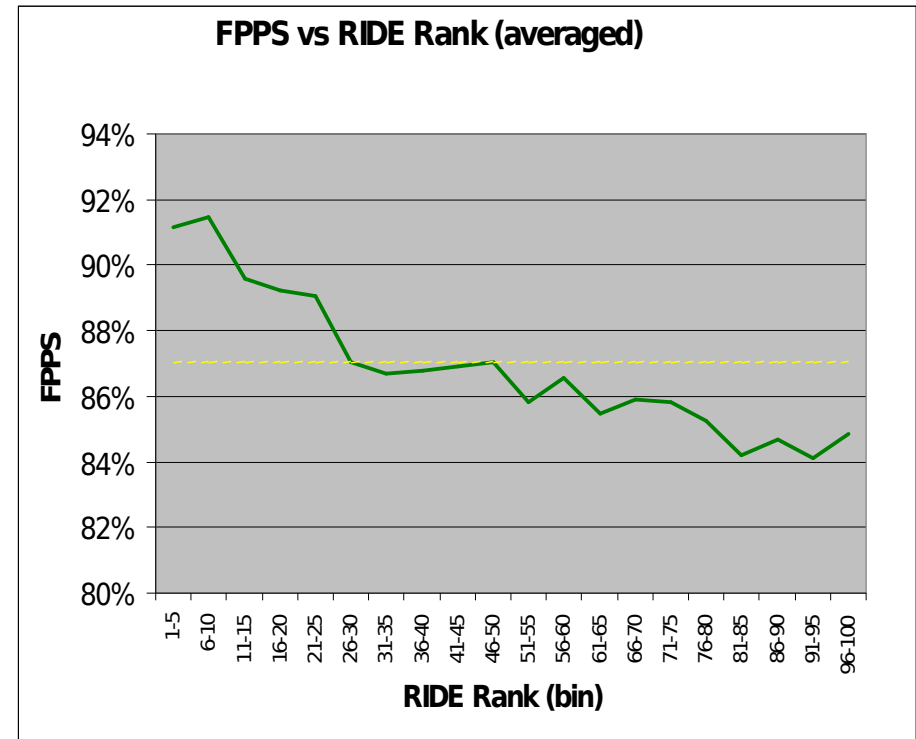
■ Laboratory usability sessions

- 70% reduction in required system interaction

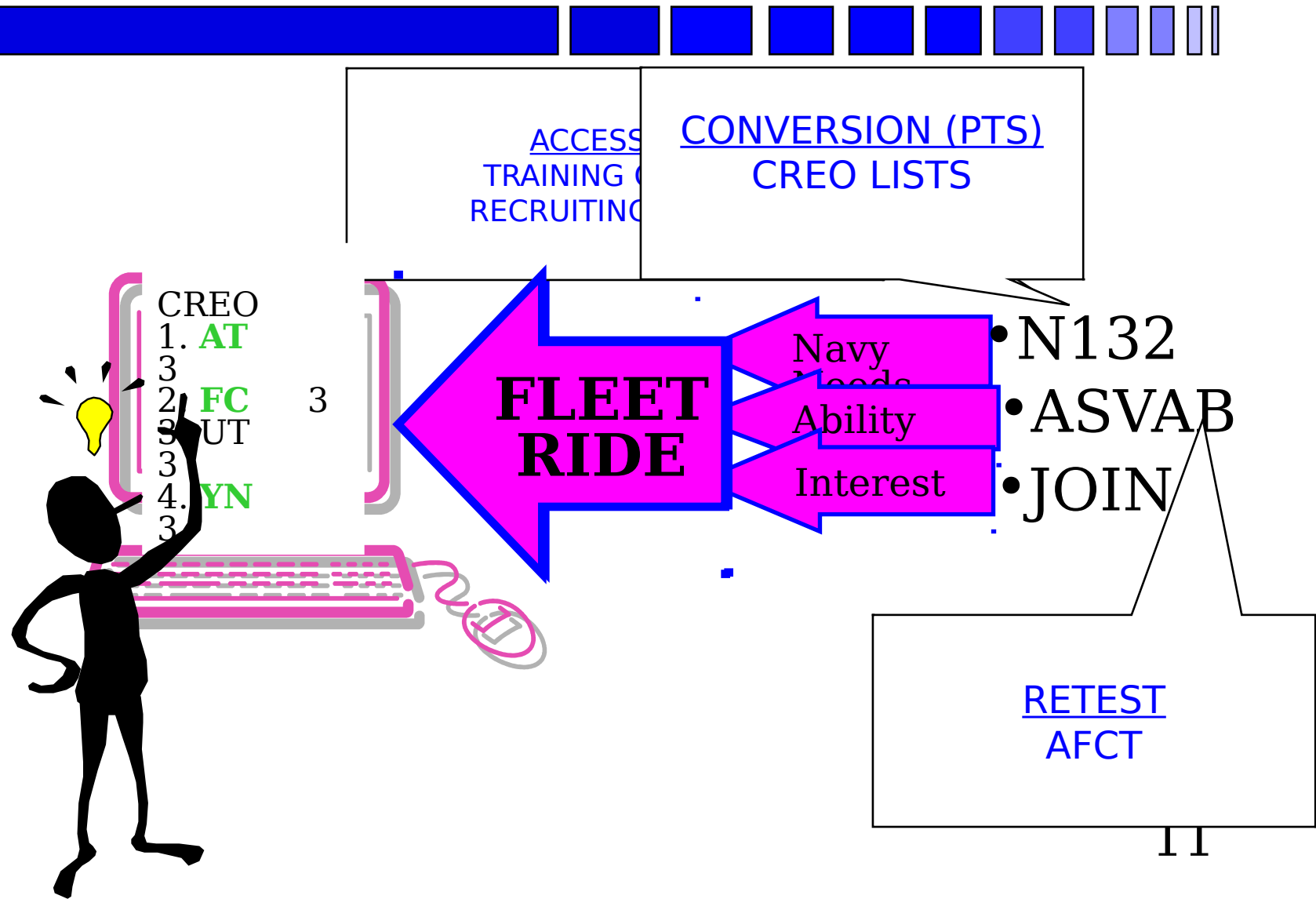
■ Live pilot test San Diego MEPS

- decrease in DEP attrition (18% vice 20%)
- increase in First Pass Pipeline Success (91% vs. 89%)


Laboratory Simulations



Facilitating PTS With RIDE



Fleet RIDE Early Pilot Test

- 
- **Identified participating commands via CCD/SURFPAC**
 - Large Platform: USS Belleau Wood (LHA-3)
 - Small Platform: USS Valley Forge (CG-50)
 - **Testing implementation team**
 - N13, CCD, EDS Technical/training representative
 - Trained command NC on use of Fleet RIDE
 - Briefed Chain of Command to include CO/XO/CMC
 - Observed & facilitated real time application in counseling events
 - **Expanded pilot included Groton Sub School volunteer**
 - Training provided at Career Counseling Symposium
 - **Data collection**
 - Analyzed PTS application data for error comparison
 - Examined Awaiting Transfer data for Sub School
 - Collected user feedback for system enhancements

Fleet RIDE Early Pilot Test Results



■ Fleet RIDE Early Pilot Test

- Decrease in “unqualified” PTS packages to N132
 - » Fleet average errors = 30% of all PTS conversion packages
 - » Fleet RIDE assisted applications = 0 errors
- Enabled decrease in transfer time for Submarine School, Groton
 - » Reclassification shortened from 6 months to 1 month on average
- Several enhancements/functionality changes made to Fleet RIDE interface based on feedback from test sites

Fleet RIDE Pilot

Fleet RIDE

User Profile: **ADAM55**



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NAVY PERSONNEL
RESEARCH, STUDIES, &
TECHNOLOGY

Fleet RIDE Sailor Browser

Fleet RIDE

User Profile: BLANCOTA



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Sailor Browser

Fast Filters

SSN:

Name:

Owner:

Gender:

ID:

AFQT:

List

Show 25 items

Item Count

Reset

	SSN	Full Name	Gender	Birth Dt	AFQT	Status	Paygrade	Owner	ID
New	444449999	ELS, ERNEST J	M	01/06/1983	80	TAR	E5	BLANCOTA	20
Edit	992345969	CLINE, SAMUEL	M	04/02/1983	83	USN/USNR	E1-E4	BLANCOTA	9
Delete	000000002	EXAMPLE, DEMO	M	07/10/1984	35	USN/USNR	E1-E4	BLANCOTA	8
	000000001	Gio, G	M	01/01/1977	96	USN/USNR	E1-E4	BLANCOTA	7
	467656871	STROMLUND, ALLEN D	M	09/26/1981	85	USN/USNR	E1-E4	BLANCOTA	6
	565877022	PAYNE, XZAVIER M	M	03/21/1985	36	USN/USNR	E1-E4	BLANCOTA	5
	575894642	LABUGUEN, TANYA MARISKA R	F	09/07/1981	58	TAR	E1-E4	BLANCOTA	4
	611246987	KASER, AMY L	F	05/26/1983	73	USN/USNR	E1-E4	BLANCOTA	3
	614092593	ARMSTRONG, MARK A	M	08/25/1981	67	USN/USNR	E1-E4	BLANCOTA	2

CC Notes

Close

Record: 1 of 9 Page: 1 of 1

Sailor Details

General Information

SSN: 992345969 Date of Birth MM/DD/YY: 04/02/1983 Gender: Male
Last Name: CLINE First Name: SAMUEL Middle Initial: A
US Citizen: Yes Both Parents U.S. Born: Yes All immediate family US Citizens: Yes
Conversion To Status: USN/USNR Paygrade: E4 Civilian Education: HS Diploma

Test Scores & Evaluations

ASVAB Exam Date MM/DD/YY: 07/10/2001 ASVAB Version: 13H GS: 55 AR: 60 WK: 60 PC: 58 MK: 60 EI: 57 AS: 45 MC: 51 AO*: 55 VE: 59 CS*: 57 NO*: 55 AFQT: 83
NAPT Exam Date MM/DD/YY: 07/12/2001 NAPT*: 70 DLAB Exam Date MM/DD/YY: 08/06/2001 DLAB**: 88
* AO/CS/NO/NAPT - Optional ** DLAB required for CTI

Medical

Color Perception: Normal Stereoscopic Vision: Yes Hearing Acuity: Yes Speech Impediment: No
Vision All 20/20 ? ☐
Distant Uncorrected Vision Near Uncorrected Vision Distant Corrected Vision Near Corrected Vision
Left: 20 Right: 20 Left: 20 Right: 20 Left: 20 Right: 20 Left: 20 Right: 20

Legal & Moral

Moral Turpitude Offenses: No Adverse Personal History: No Civil Convictions, Courts Martial, or NJP: No
History of Drug Abuse: Yes Alcohol Abuse: No Security Clearance Eligible: Yes

Qualify

CC Notes

Add Next

Save

Close

Sailor Details

General Information

SSN: 992345969

Date of Birth MM/DD/YY: 04/02/1983

Gender: Male

Last Name: CLINE

First Name: SAMUEL

Middle Initial: A

US Citizen: Yes

Conversion To Status: USN/USNR

ASVAB Exam Date MM/DD/YY: ASVAB Version:

07/10/2001

13H

NAPT Exam Date MM/DD/YY: NAPT*:

07/12/2001

70

Color Perception: Normal

Distant Uncorrected Vision

Left: 20

Right: 20

Near Un

Left: 20

Moral Turpitude Offenses: No

History of Drug Abuse: Yes

Career Counselor Notes

SSN: 992345969

Name: CLINE, SAMUEL,

Note: Sam is most interested in Legalman career. He has a good analytical mind and I think he would be very successful.

Save

Close

Qualify

CC Notes

Add Next

Save

Close

Qualified Jobs

Fast Filters

SSN: 992345969 Name: CLINE, SAMUEL A Paygrade: E1 to E4 Gender: Male CREO: All

List

Show 500 items

Item Count

83

Reset

Job Card

Add'l Job Reqs.

CREO Info



Printable CREO

Printable Job List

Close

EMC	Rating	Status	CREO	RIDE Rank
Legal & Law Enforcement	LN	Preliminary eligible	1	8
Surface Operations	BM	Preliminary eligible	1	64
Supply	MS	Preliminary eligible	1	68
Nuclear Field	MMS(SS-N)	Waiver(s) required: Other	1	13
Nuclear Field	MM(SW-N)	Waiver(s) required: Other	1	13
Nuclear Field	ET(SS-N)	Waiver(s) required: Other	1	13
Nuclear Field	ET(SW-N)	Waiver(s) required: Other	1	13
Nuclear Field	EM(SS-N)	Waiver(s) required: Other	1	13
Nuclear Field	EM(SW-N)	Waiver(s) required: Other	1	13
Surface Operations	OS	Waiver(s) required: Other	1	30
Surface Operations	IT	Waiver(s) required: Other	1	31
Aviation Technical and Aircrew	AIRC	Waiver(s) required: Other	1	32
Aviation Technical and Aircrew	AIRR	Waiver(s) required: Other	1	32
HealthCare	HM	Waiver(s) required: Other	1	35
Special Programs	EOD	Waiver(s) required: Other	1	44
Special Programs	DIVR	Waiver(s) required: Other	1	44
Special Programs	SEAL	Waiver(s) required: Other	1	44
Special Programs	SWCC	Waiver(s) required: Other	1	44

Integration with CHEO/REGA

FLEET RIDE					
Qualified Job List					
Name: CLINE, SAMUEL, A			SSN: 992345969		
Rating Description	Rating CD	Qual Status	CREO	RIDE Rank	
Legalman	LN	Preliminary eligible	1	8	
Boatwain's Mate	BM	Preliminary eligible	1	64	
Mess Management Specialist	MS	Preliminary eligible	1	68	
Electrician's Mate Submarine, Nuclear	EM(SS-N)	Waive(s) required: Other	1	13	
Electrician's Mate -- Surface Warfare, Nuclear	EM(SW-N)	Waive(s) required: Other	1	13	
Electronic Technician Submarine, Nuclear	ET(SS-N)	Waive(s) required: Other	1	13	
Electronic Technician -- Surface Warfare, Nuclear	ET(SW-N)	Waive(s) required: Other	1	13	
Machinists Mate -- Surface Warfare, Nuclear	MM(SW-N)	Waive(s) required: Other	1	13	
Machinists Mate Submarine, Nuclear	MMS(SS-N)	Waive(s) required: Other	1	13	
Operations Specialist	OS	Waive(s) required: Other	1	30	
Information Technician	IT	Waive(s) required: Other	1	31	
Air Crew	AIRC	Waive(s) required: Other	1	32	
Air Crew Rescue Swimmer	AIRR	Waive(s) required: Other	1	32	
Hospital Corpsman	HM	Waive(s) required: Other	1	35	
Diver	DIVR	Waive(s) required: Other	1	44	
EDD	EDD	Waive(s) required: Other	1	44	
SEAL	SEAL	Waive(s) required: Other	1	44	
SWCC	SWCC	Waive(s) required: Other	1	44	
Postal Clerk	PC	Waive(s) required: Other	1	49	
Mess Management Specialist Submarine	MSS	Waive(s) required: Other	1	53	
Torpedoman's Mate	TM	Waive(s) required: Other	1	66	
Mineman	MN	Waive(s) required: Other + ASVAB	1	79	
Aviation Electronics Technician	AT	Preliminary eligible	2	26	
Storekeeper	SK	Preliminary eligible	2	39	
Gas Turbine System Technician Electrical	GSE	Preliminary eligible	2	40	
Yeoman	YN	Preliminary eligible	2	48	
Aviation Maintenance Administrationman	AZ	Preliminary eligible	2	52	
Aviation Support Equipment Technician	AS	Preliminary eligible	2	59	
Construction Mechanic	CM	Waiver required: ASVAB	2	80	
Cryptologic Technician Maintenance	CTM	Waive(s) required: Other	2	3	
Cryptologic Technician Collection	CTR	Waive(s) required: Other	2	5	

FLEET RIDE									
CREO Report Information									
Nondesig Striker		Recent Adv Opp			CREO Category				
Rating:	Status:	E4:	E5:	E6:	E1-E4:	E5:	E6:	Notes:	
LN	APPRV REQD	NA	AA	AA	1	2	2	10, 14	

CREO
Notes:

(10) SUBMIT REQUESTS TO PERS-811. REFER TO MILPERSMAN 1440-010 AND 1440-020 AND JAGINST 1440.1B FOR FORMAT. NC(CRF) CONVERSION REQUESTS MUST BE SUBMITTED VIA COMNAVCRUITCOM PER BUPERSINST 1133.29D.

(14) REQUESTS FOR HYT WAIVERS SHOULD BE SUBMITTED VIA NAVPERS 1306/7 TO PERS 82344A FOR USN OR PERS 913 FOR TAR. HYT FROM OBLIGATED SERVICE TO ATTEND "A" OR "C" SCHOOLS MUST ALSO MEET THE REQUIREMENTS OF OPNAVINST 1160.5C.



Backup Slides